

**1-800 CONTACTS** • A Plus Benefits, Inc. • AAA Fair Credit Foundation  
 • Agel Enterprises • Air Terminal Gifts • Allegiance, Inc. • AlphaGraphics, Inc.  
 • America First Credit Union • American Express • Andrus Transportation •

**ARUP Laboratories** • Axiom Financial • Axis41 • Bank of American  
 Fork • Basic Research • Big-D Construction • Blue Stakes of Utah • BMI  
 Associates, Inc. • Bob Barker Company, Inc. • Cameron Construction • Cargill  
 Incorporated • Central Bank • Children's Service Society • CHRISTUS Health  
 Utah • **Cirque Corporation** • Cirque Lodge • **Citi Cards** • CJ

Prestman Auto • Classic Construction Services, Inc. • CLEARLINK • Close  
 To My Heart • Colorado Building Supply • Comcast • ConHealth  
 Group • Conservancy • Continuing Education, University of • Convergys  
 Corporation • **Cooper Roberts Simon & Associates** • Creative Expressions • David Eccles School of Business • Delta

Air Lines • Desert First Credit Union • DFG, Inc. • Digital Draw Network • DoxTek, Inc. • eBay, Inc. • EdSoup • Educators Mutual •  
 Edwards • Endances • Enrich Medical • En-Access • Enrichment • Enrichment • Employer Solutions Group • Enterprise Newspaper  
 Group • Envision Lending • Equitable Life & Casualty Insurance Company • Evergreen Business Solutions • Excelgraphics

• Father Networks • **Fehr & Peers** • FirstWest Benefit Solutions • Focus Services, LLC • **ForeverGreen** • Fringe Benefit  
 Analysts • **Futura Industries** • G&K Services • Goldenwest Credit Union • Granger Medical Clinic • Granite M • Hansen,  
 Barnett & Maxwell, P.C. • Harman Music Group • Henry Schein Practice Solutions • Heritage Makers • Heritage Schools Inc. • Hilton  
 Salt Lake City Center • HKS Architects • Homestead Resort • Hunter Wall and Cabinet • Inland Northwest • Inland Supply Co., Inc.  
 • Infopia, Inc. • Information Access Technology, Inc. • Intermountain Done Services • **Intermountain Financial Group/**

**MassMutual** • Intermountain Health Care • **The Intrepid Group** • Jackman Music Corp • JetBlue Airways • Jones Waldo  
 Holbrook & McDonough • Joseph E. Hansen Insurance Agency Inc. • Kiewit Sales Co., Inc. • Klugefeldt • Klune Industries Inc. •  
 L-3 Communications • LaneLinks, Inc. • **The Leaflet Group** • LifeForce Dental • Levy Home Interiors • Love  
 Healthcare • MarketStar • Marriott International • MedStar Home Medical • Meridian Tree • Merit Medical Systems, Inc. • Milestone  
 Mediation • Mindshare Technologies • MonaVie • **Mountain America Credit Union** • **Marriott Vacation Club**

**International Owner Services** • Namifiers, LLC • National Benefit Services, LLC • Nature's Sunshine Products • Nelson  
 Laboratories, Inc. • NetFronts, Inc. • New Dawn Technologies, Inc. • **Nicholas & Company, Inc.** • NovaRad Corporation • NPS  
 Internet Solutions, Inc. • O C Tanner Company • O'Curran Teleservices • Omniture • Overstock.com • **Petzl America** • Price City  
 • Principal Financial Group • Prosper • Protiviti Inc. • Provo Craft & Novelty • Prudential Utah Real Estate • Qquest Software Systems •

Questar Gas Company • Qwest Communications • Radius Engineering Inc. • Redmond, Inc. • Regence BlueCross BlueShield of Utah • REI •  
 ResourceMFG • Richter7 • Rio Tinto • Rocky Mountain University of Health Professions • Roofers Supply • Salt Lake County • Sarah Daft  
 Home • Select Comfort Corporation • Sewell Direct • Silverado Senior Living — Aspen Park • **Software Technology Group**  
 • SOS Staffing Services, Inc. • South Davis Community Hospital • Stampin' Up! • STG Utah • StoresOnline, Inc. • Sundance Catalog, LLC  
 • Sunshine Terrace Foundation • SYSCO Intermountain Food Services • Tahitian Noni International • Talent Management Group, Inc. •  
 Tanner LC • Tax Works, LLC • Three Coin Productions • Treasure Mountain Inn • **TURN Community Services** • U.S. Institute of  
 Languages • Ultradent Products, Inc. • Unishippers Global Logistics, LLC • United Cerebral Palsy of Utah • Universal Accounting Center

• University Health Care • US Synthetic Corporation • **USANA Health** • Utah Family Partnership Network • **Utah Foster Care Foundation** • Verizon Wireless • **Work/Life** • Xactware • XanGo, LLC • Xpedix • Zions Bank



**10<sup>th</sup> ANNUAL**

*Award Celebration*

**WORK/LIFE  
2008 AWARDS**

# Welcome!

I can hardly believe it has been ten years since the first Utah Work/Life Awards were presented. I remember that first year very well. There were many unanswered questions, lots of anticipation and excitement coupled with a healthy dose of anxiety. Would any companies apply? Would we have at least ten companies worthy of winning this new award? What exactly is work/life? How do we market this new concept in Utah? Believe me, there were plenty of blank looks when we talked about work/life issues.

Ten years later, as the result of a strong team and visionary strategic planning, winning the Utah Work/Life Award and therefore being identified as one of "Utah's Best Places to Work" has become one of the most coveted monikers in Utah.

Over the past ten years, our team has been astonished by the innovations implemented by many of you. From simple solutions to support your workforce such as providing free fruit, English and Spanish as second language classes, and company book clubs to complex blends of innovative approaches to address employee child care and dependent care needs such as on-site child care, health care sharing plans and incredible flexibility.

The viral nature of many of these strategies has been a pleasant unintended consequence. It is common to see a new idea introduced one year and duplicated by others the following year. This underscores the very nature of this award. The Work/Life Awards were created to provide a community of sharing and support.

What has been the impact of these ten years on Utah companies and families? We will never know the number of Utahans that have benefited from the work/life practices that have infiltrated Utah companies, but we have heard from so many of the grateful, loyal employees. We've also seen the overwhelming business results in the successes so many companies have seen, prospering during good times and bad.

We look forward to the possibilities of the next ten years and are grateful and honored to have worked with all of you for the past ten years.

Keep innovating, exploring and growing – we can't wait to see what you do next.



Lynette Rasmussen  
Director, Office of Work & Family Life

10<sup>th</sup>  
ANNUAL



# Award Celebration

**Wednesday, July 16, 2008**

Sheraton City Centre Hotel

9:00 a.m. – 2:00 p.m.

9:00 a.m. – 10:00 a.m.

**Check-in/Registration**

10:00 a.m. – 10:50 a.m.

**First Workshop Breakout**

11:00 a.m. – 11:50 a.m.

**Second Workshop Breakout**

12:00 p.m. – 2:00 p.m.

**Welcome**

Lynette Rasmussen

Director, Office of Work & Family Life

**Lunch Served**

**Introduction**

Kristen Cox

Executive Director,

Department of Workforce Services

**2008 Work/Life Awards Presentation**

Jon M. Huntsman, Jr.

Governor

State of Utah

**Closing Remarks**

Lynette Rasmussen

Director, Office of Work & Family Life

# Celebration Workshops

## 2008 WORK/LIFE AWARDS

### Workshop Details

10:00 a.m. – 10:50 a.m.

#### Workshop A

##### **Coaching – It's Not Just for CEO's Anymore**

Presented by Pamela Ballo

The luxury of coaching used to be exclusive to top brass, but no more. Coaching provides an active, engaging methodology for all employees to address workplace and interpersonal issues. Come learn exciting coaching techniques and new approaches to successfully navigate the complex work/life landscape. Have a workplace challenge you'd like help with? Bring your story – we'll use the collective wisdom in the room and the guidance of a senior coach to get you going in the right direction.

#### Workshop B

##### **Maximizing Recruiting Resources**

Presented by Karen Mata

The aging workforce, tight economy and shortage of skilled labor has forced companies to become more creative with less money. This presentation will focus on what recruiters are doing to maximize their resources both internal and external to accomplish recruiting goals and objectives. We'll discuss how technology, tracking, and retention programs interact with the recruiting process.

11:00 a.m. – 11:50 a.m.

#### Workshop C

##### **Crucial Conversations**

Presented by Joyce Hasting

Based on a ground-breaking and award-winning training program, Crucial Conversations introduces the high-leverage skills that separate the best from the rest. Make sure your next crucial conversation goes well with these resources. Come learn some new techniques and ways to approach dialogue to make the most of your relationships.

#### Workshop D

##### **Flexible Scheduling**

Presented by David Walker

Why should you lose good people to school schedules and life changes? You invest in them, so why not keep them? Find out how to balance the needs of your associates and still deliver bottom line results in this workshop on "Working from Home and Flexible Onsite Work". Starting an at-home program and accommodating flexible scheduling is not easy but it can work for the employee AND the company in the long run. Come and learn the value of starting from the associates and working backward in developing processes and policies so you can keep your good people and still meet your company goals.

***Proceeds from this event will go to Care About Child Care, Inc., a 501(c)3 non-profit foundation.***

With Utah's high percentage of children, and parents working harder than ever to support their families, child care has become a fact of life for many families. It is important for those families, and every citizen of the state, to understand the need for and benefits of quality child care if Utah is to make sound decisions about the future of its children.

The purpose of Care About Child Care, Inc. is to make people aware of the role quality care can play in childhood development, emphasize the benefits of quality child care, and help parents find and evaluate the care available to their children. This includes television and radio public service announcements; parent, provider and business collateral materials; community relations activities and media relations endeavors.

# Celebration Workshops

## 2008 WORK/LIFE AWARDS

### Presenters:



#### **Pamela Ballo**

Pamela Ballo is a nationally recognized workplace and work/life specialist, providing expertise in organizational culture, assessment and best practices. As a senior coach and consultant, Ballo has spent over a decade working with organizations to create exceptional workplaces.

Ballo is the founder of Thrive Living, a national coaching practice, and Juxtapose Inc., a work/life consultancy. For the past ten years, Ballo has partnered with the Utah Department of Workforce Services as the Award Architect of the Utah Work/Life Awards. Ballo has authored many workplace best practice articles and served as a national expert for Working Mother magazine, Health magazine and INC magazine. Previously, Ballo worked on Fortune magazine's 100 Best Companies to Work for in America™ project.

Ballo holds a Master's Degree from Stanford University in Organizational Behavior and Development, and a Bachelor's Degree in Applied Behavioral Science from the University of California, Davis.



#### **Karen Mata**

Karen Mata has a BS in Behavioral Science and Health Education from the University of Utah and is the Recruiting Manager for ARUP Laboratories, consistently recognized as being one of the best companies in the nation to work for. Karen has over eighteen years of experience in the healthcare industry, with 9 years of experience in managing, staffing, recruitment of medical professionals, and sales.

ARUP Laboratories is a national clinical and anatomic pathology reference laboratory and a worldwide leader in innovative laboratory research and development. Owned by the University of Utah, ARUP offers an extensive test menu of highly complex and unique medical tests. ARUP offers in excess of 2,000 tests and test combinations, ranging from routine screening tests to highly esoteric molecular and genetic assays.



#### **Joyce Hasting**

Joyce Hasting is currently employed as the center training specialist at The Bureau of Child Care Licensing. Joyce joined the licensing group in June of 2006. She received her education at Ricks College and BYU majoring in early childhood education. For 13 years, Joyce owned and operated a child care center in Utah County. She has served on several advisory and community committees to improve the care of children in Utah. Joyce has 2 teenage boys and a supportive husband.



#### **David Walker**






David Walker has served as Vice President, Operations for 1-800 CONTACTS since November of 2006. He joined the company in March of 2001 as Director, Call Center. From 1998 to 2001 he was Director of Owner Services for Marriott Vacation Club International, where he led a large contact center and managed relationships with various property destinations. Dave worked for Covey Leadership Center as a Call Center Manager from 1993 until 1998. From 1988 to 1992 he attended Boise State University and Brigham Young University.

# And the Winners Are...

## 2008 WORK/LIFE AWARDS

*We had 188 nominations this year—the most ever. The esteemed winners of the 2008 award are featured in the following pages. Awards were presented in three size categories, based on number of employees:*

- *Micro Companies: fewer than 50 employees*
- *Medium Companies: 50-500 employees*
- *Large Companies: over 500 employees*

MICRO Companies		Industry / # of Employees	Years Won	And the Judges Said...
<b>Cirque Corporation</b> 2463 S 3850 W, Ste A Salt Lake City, UT 84120 (801) 467-1100 www.cirque.com		Technology 31	1	Very progressive company, very open culture, flexible and true to their mission. Huge focus on their people.
<b>Fehr &amp; Peers</b> 2180 S 1300 E, Ste 220 Salt Lake City, UT 84106 (801) 463-7600 www.fehrandpeers.com		Transportation Consulting 13	1	These folks have a lot going on for their size and have positioned themselves well to attract awesome talent.
<b>The Intrepid Group</b> 375 W 200 S, Ste 275 Salt Lake City, UT 84101 (801) 481-9482 www.intrepidpr.com		Public Relations 8	1	This company intentionally lowered its billable hours to ensure employees have a life – walking their talk is what this group is all about.
<b>Petzl America</b> Freeport Center, Bldg M-7 PO Box 160447 Clearfield, UT 84016 (801) 926-1500 www.petzl.com		Climbing, Caving, Mountaineering Gear 44	2	This company appeals directly to employees and customers, encouraging active lifestyles and integration of wellness, learning and work.
<b>Utah Foster Care Foundation</b> 5296 S Commerce Dr., Ste 400 Murray, UT 84107 (801) 994-5205 www.utahfostercare.org		Child Welfare 35	3	This non-profit acts much bigger than it actually is, with a culture that successfully supports its dedicated staff with passion and pizzazz.













# And the Winners Are...

## 2008 WORK/LIFE AWARDS

MEDIUM Companies		Industry / # of Employees	Years Won	And the Judges Said...
<b>Cooper Roberts Simonsen Associates</b> 700 N 200 W Salt Lake City, UT 84103 (801) 355-5915 <a href="http://www.crsa-us.com">www.crsa-us.com</a>		Architecture-Planning  62	1	The culture at this company is designed to find out what employees are needing to be successful and then to swiftly respond.
<b>ForeverGreen</b> 972 N 1430 W Orem, UT 84057 (801) 655-5500 <a href="http://www.forevergreen.org">www.forevergreen.org</a>		Direct Selling Network Marketing  64	1	This company scored well across the board, reflecting a well-balanced culture and employee-focus.
<b>Futura Industries</b> Freeport Center, Bldg H-11 Clearfield, UT 84016 (801) 774-3289 <a href="http://www.futuraind.com">www.futuraind.com</a>		Manufacturing  252	9	This company has tremendous heart and soul, from the very bottom to the very top, taking a caring approach to manufacturing that has created legendary business success.
<b>Intermountain Financial Group/Mass Mutual</b> 6340 S 3000 E, Ste 500 Salt Lake City, UT 84121 (801) 943-6277 <a href="http://www.intermountainfinancialgroup.com">www.intermountainfinancialgroup.com</a>		Financial Services  100	2	This company cares about its employees and takes an active role in making sure they succeed.
<b>The Leavitt Group</b> 216 S 200 W Cedar City, UT 84720 (435) 586-6553 <a href="http://www.leavitt.com">www.leavitt.com</a>		Insurance  146	2	The innovative culture at this company makes it okay to try things out and take risks and employees love it.
<b>Marriott Vacation Club International Owner Services</b> 310 Bearcat Dr. Salt Lake City, UT 84115 (801) 468-4067 <a href="http://www.vacationclub.com">www.vacationclub.com</a>		Hospitality  470	1	This organization has extensive benefits and employee-centered initiatives which employees thoroughly enjoy.
<b>Software Technology Group</b> 555 S 300 E Salt Lake City, UT 84111 (801) 595-1000 <a href="http://www.stgutah.com">www.stgutah.com</a>		IT Consulting  110	1	This appears to be a company of movers and shakers, with strong leadership, a clearly defined culture and great benefits.
<b>TURN Community Services</b> 850 S Main Salt Lake City, UT 84110 (801) 359-8876 <a href="http://www.turncommunityservices.org">www.turncommunityservices.org</a>		Human Services  415	1	This organization does a wonderful job of supporting employees at many different life stages and with a variety of successful programs.
<b>Westminster College</b> 1840 S 1300 E Salt Lake City, UT 84105 (801) 832-2573 <a href="http://www.westminstercollege.edu">www.westminstercollege.edu</a>		Education  366	1	This organization bit the bullet and made a lot of major changes the past few years and they have really paid off.

# And the Winners Are...

## 2008 WORK/LIFE AWARDS

LARGE Companies		Industry / # of Employees	Years Won	And the Judges Said...
<b>1-800 CONTACTS</b> 66 E Wadsworth Park Dr. Draper, UT 84020 (801) 316-5408 www.1800contacts.com		Wholesale-Retail  706	5 	This company understands its workforce very well and caters to employees in almost every aspect of their lives from food to exercise to unbelievable flexibility.
<b>ARUP Laboratories</b> 500 Chipeta Way Salt Lake City, UT 84108 (801) 583-2787 www.aruplab.com		Health Care  2010	8 	ARUP Laboratories really raises the bar, not only addressing employee needs but meeting the needs in a big way, with onsite health care and child care.
<b>Citi Cards</b> 2195 N University Park Blvd. Layton, UT 84041 (801) 779-7005 www.citicards.com		Credit Cards  850	3	Citi Cards has benefits that are as wide-reaching as its workforce, embracing its diversity and supporting employee success through learning.
<b>Comcast</b> 9602 S 300 W Sandy, UT 84070 (801) 401-3277 www.comcast.com		Communications  950	1	This company extends its benefit reach from adoption to fitness to products to education – they really stretch the limits.
<b>Mountain America Credit Union</b> 7181 S Campus View Dr. West Jordan, UT 84084 (801) 325-6201 www.macu.com		Financial  872	4	This company has made banking fun and exciting, supporting employees in education, community and healthy life endeavors.
<b>Nicholas &amp; Company, Inc.</b> 5520 W Harold Gatty Dr. Salt Lake City, UT 84116 (801) 531-1100 www.nicholasandco.com		Foodservice  524	7 	Family-friendly is the theme at this company, even as it grows, successfully scaling all the things that made it special when it was much smaller by building in caring and generosity.
<b>USANA Health Sciences</b> 3838 W Parkway Blvd. West Valley City, UT 84120 (801) 954-7757 www.usanahealthsciences.com		Health & Wellness  636	1	This company oozes health and wellness, actively supporting its workforce and their multitude of communities and volunteer projects.



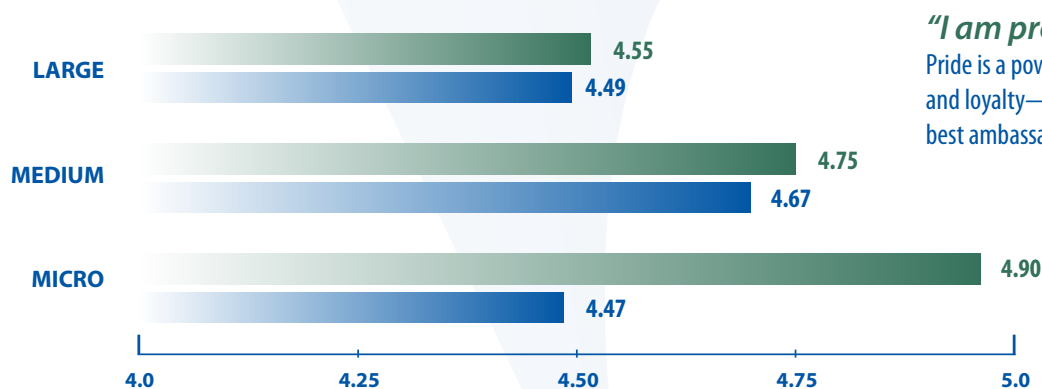
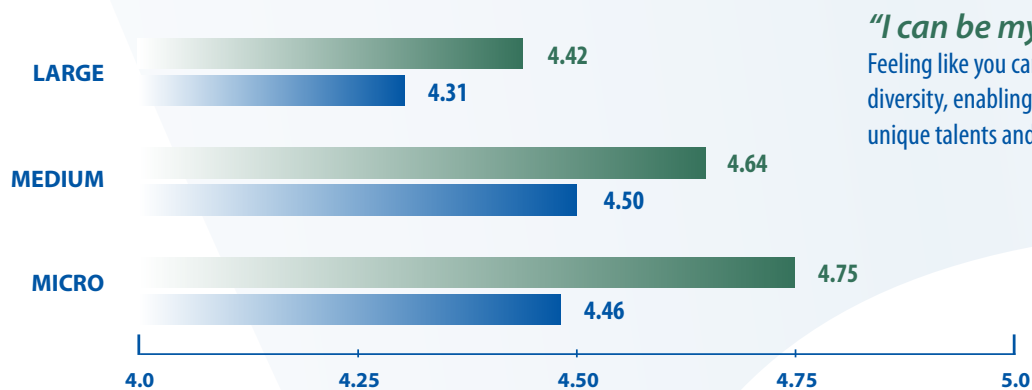
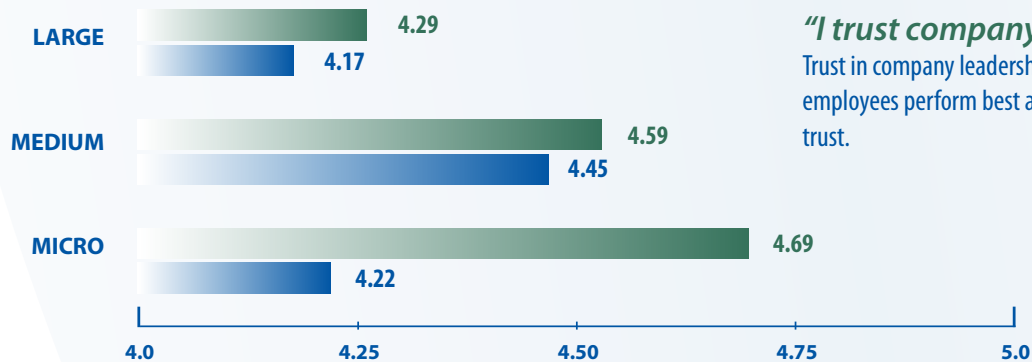
# And the Winners Are...

## 2008 WORK/LIFE AWARDS

### Three Key Indicators of the Best Workplaces

Employees were asked to score the following three statements on a 1-5 scale, where 1=strongly disagree and 5=strongly agree. Scores were averaged by company size.

 WINNERS  
 RUNNERS-UP



# Legacy Companies

## 2008 WORK/LIFE AWARDS

### Legacy Distinction

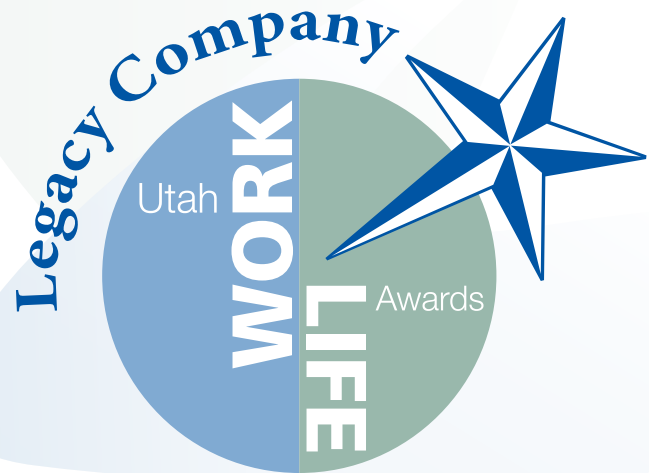
*This year we've added a new level of honor, Legacy status, for companies that have demonstrated full commitment to workplace excellence. Companies that met all Legacy criteria answered additional questions on their Award Applications. The criteria they had to meet included:*

- ★ Winning the Utah Work/Life Award for 5 years (not necessarily consecutively)
- ★ Taking an active leadership role in the workplace excellence business community
- ★ Supporting the mission of the Work/Life Award by:
  - sharing best practices with other companies
  - hosting strategy and planning events
  - introducing new companies to the award
  - helping new companies navigate their way

Six companies were eligible and applied for the distinction of Legacy Company and we are delighted to announce that we have four winners who have received the esteemed status of 2008 Utah Work/Life Award Winner, Legacy Company:

**ARUP LABORATORIES**  
**1-800 CONTACTS**  
**FUTURA INDUSTRIES**  
**NICHOLAS & COMPANY, INC.**

These companies represent an elite level of success and will be receiving a special logo to use to market and celebrate their success.



# Congratulations!

# Best Practice Tour

## 2008 WORK/LIFE AWARDS

### Best Practice Tour

*In 2007-2008, we expanded the scope and activities involved in the statewide Utah Work/Life Initiative. One of our first big events was our Best Practice Tour.*

This tour was graciously hosted by one of the newly designated Legacy Companies, **ARUP Laboratories**.

The event was a half-day workshop, onsite at the ARUP Laboratories campus in Salt Lake City. The topic was Dependent Care Options and the day included:

- A tour of ARUP's onsite child care center
- Speakers on dependent care ROI, state programs, free resources, etc.
- Addressing dependent care needs of employees via flexibility

Over twenty people participated in the event and it was a great success.

We were thrilled with the collaborative effort as **Regence BlueCross BlueShield** co-presented and discussed their mentor role with ARUP. The two companies exchanged ideas and Regence supported ARUP as they opened their own onsite child care center.

Some of the feedback from participating companies included:

"I found the tour and information presented very valuable, and would like to see future tours with other award winning companies."

"I loved the topic. Being able to take a tour and actually see the process that ARUP went through to get child care into their facility was great."

"It was very informative and helpful to hear what others have done in this area."

If you are interested in hosting a **Best Practice Tour** this year or have topics you would like to see covered, please contact the Work/Life Award Team at [worklife@utah.gov](mailto:worklife@utah.gov) or 801-526-4321.

# Best Practice Ripples

## 2008 WORK/LIFE AWARDS

### Best Practice Ripples

*One of the highlights of ten years of the Utah Work/Life Award has been the collaboration within the growing workplace-excellence minded business community. One of the most exciting outcomes of this community has been the spread of practice from company to company, industry to industry.*

4th  
Annual  
Work/Life  
Award

1st Annual  
Work/Life  
Award

Adoption Benefits

Onsite Child Care

Tuition Reimbursement

Spanish and English as Second Languages

# Best Practice Ripples

## 2008 WORK/LIFE AWARDS

*Some of the ripples we've seen include:*

*ARUP Laboratories set the gold standard for tuition reimbursement programs and we've seen a plethora of companies add this benefit and expand existing ones.*

*Futura Industries kicked off the trend of providing free fruit to all employees and now we've got a gaggle of companies doing likewise.*

6th  
Annual  
Work/Life  
Award

Lactation Spaces

Onsite Wellness Clinics

Free Fruit & Healthy Snacks

3rd Annual  
Work/Life  
Award

Domestic Partner Benefits

Extensive Wellness Programs

# Best of the Best

## 2008 WORK/LIFE AWARDS

*Winning companies know that they need to continually improve and adapt to support their dynamic workforce and markets. Featured here are a sampling of practices that caught our attention. Some of these practices are unique to a specific company while some have spread and can be found at several winning companies.*

**Canine Culture:** People at **Petzl America** know they will have best friends at work, as they often bring their furry, four-leggeds to the office.

**Looking Ahead:** **Utah Foster Care Foundation** employees can sleep well at night, knowing the company contributes 12% to their 401(k) plan with or without employee contributions.

**Freeing Up Time:** Employees at **Utah Foster Care Foundation** need only work 20 hours/week to receive benefits, freeing them up to go to school, coach teams or train for the Olympics.

**Respecting Elders:** Employees at **TURN Community Services** who care for senior members of their families can utilize the Alzheimer's respite and adult day care programs.

**Working the Schedule:** Employees at **TURN Community Services** can arrange their schedules in a plethora of flexible combinations, and many working parents work afternoons or evenings so they can be home with kids during the day.

**Equality at Work:** Employees at **Westminster College** have access to full benefits for spouses and domestic partners and both male and female new parents can take leave and have reduced schedules.

**Lifelong Learning:** At **USANA Health Sciences**, learning is viewed as a long-term journey, with a \$20,000 lifetime tuition reimbursement offering.

**Run, Play, Jump:** Fitness and nutrition are a top priority at **USANA Health Sciences**, where in addition to free vitamins, employees have access to full-time trainers, cardio and weight rooms, a sand volleyball court, indoor basketball and volleyball courts and a vegetarian café.

**Daddy Time:** When a new baby arrives via birth or adoption, new dads at **Cirque Corporation** get 5 days of paternity leave to go home and practice changing diapers.

**Got Your Back:** **Cirque Corporation** employees gave their employer a perfect score when asked 'If I had a family emergency, my company would do whatever they could to support me' – a resounding 100% said 'strongly agree'.

**Getaways:** Annual parties at **Fehr & Peers** are no small thing, as employees and their partners enjoy a weekend in San Francisco (last year) or a cruise on Lake Tahoe (this year) all expenses paid.

**Comfortable Digs:** **Fehr & Peers** pays for employees to decorate their work areas, including photos and plants, and ensures that all equipment is ergonomic.



# Best of the Best

## 2008 WORK/LIFE AWARDS

**Time to Recharge:** The Intrepid Group gives each of its employees a one-week stay at The Intrepid Haus, a five-bedroom vacation retreat in Midway, Utah.

**When to Work:** With the exception of the main receptionist, all employees at **Cooper Roberts Simonsen Associates** can choose which days, times and number of hours they work.

**Taking Care:** Employees at **Cooper Roberts Simonsen Associates** run the We Care program, where they contribute to a fund that is always ready to assist other employees in times of crisis.

**Giving Back:** **ForeverGreen** provides paid time for employees to volunteer in the community every month.

**Getting Fit:** **ForeverGreen** pays for a local rec center membership for each employee, and also pays the entire cost of a Golds Gym membership for employees who work out at least 11 times a month.

**An Apple A Day:** In addition to free fruit and healthy snacks, **Futura Industries** takes things a step further and has an onsite medical clinic for all employees and their families.

**Waste Watchers:** Employees at **Futura Industries** are on the lookout for ways to improve efficiencies – ideas are submitted and those who submit the four best are rewarded with a weekend away.

**Work Hard, Play Hard:** The Administrative team at **Intermountain Financial Group/Mass Mutual** is truly appreciated and has taken annual staff trips to New York, Boston, Niagra Falls and the windy city.

**Get Involved:** Community Service truly should be the middle name of **Intermountain Financial Group/Mass Mutual** as the employees donate money, bicycles, clothing, food and countless hours to more causes than we can mention.

**Go Play:** Sporty employees at **Marriott Vacation Club International Owner Services** enjoy company-sponsored activities including: race-for-the cure, flag football, dodgeball, softball, soccer, volleyball and pool.

**We See You:** **Marriott Vacation Club International Owner Services** has a full-time person whose sole responsibility is employee recognition.

**Working Well:** The **Software Technology Group** is serious about healthy work environments, including ergonomic work areas, natural and artificial lighting, noise dampening and filtered water.

# Best of the Best

## 2008 WORK/LIFE AWARDS

**Carrots on Sticks:** Employees at **The Leavitt Group** seem to be enjoying their new incentive-based fitness program where they earn money toward gym fees based on meeting their personal workout goals.

**Flexing:** **1-800 CONTACTS** has more flexible scheduling arrangements than we could count, whether it is 3-13 hour shifts or working every 3rd Tuesday that is an even numbered day – you dream it, they’ve got it.

**Time Off:** In addition to regular vacation, call center associates at **1-800 CONTACTS** earn points which can be used to buy extra time off – they can buy up to 96 unpaid days and 32 paid days off.

**Full Coverage:** **ARUP Laboratories** not only includes employee’s domestic partners in their health benefits, but also covers domestic partner’s children.

**Kids on Campus:** **ARUP Laboratories** has had huge success with its new onsite child care center featuring state of the art equipment and programs.

**Bending Over Backwards:** **Mountain America Credit Union** employees have access to lots of fitness and nutrition support, but this year’s hit is the yoga classes.

**Recycling:** Computers are replaced often at **Mountain America Credit Union** and when the new ones come in, drawings are held and the replaced computers get to go home with lucky employees.

**Caring for Everyone:** **Citi Cards** introduced a new program this year, offering ‘Secondary Caregivers’ up to two weeks off.

**Pay It Down:** Employees at **Citi Cards** receive discounts on mortgages and reductions in student loans.

**Staying Home:** Through its Virtual Customer Account Program, customer care employees at **Comcast** can take client calls from home.

**Growing the Family:** Employees at **Comcast** can receive up to \$10,000 credit toward adoption costs when they adopt a child.

**Biggest Loser:** Employees at **Nicholas & Company, Inc.** were jazzed about the NICCO Biggest Loser contest which included up to \$5,000 in cash and prizes to help people reach their personal wellness goals.

**Feeling the Pulse:** **Nicholas & Company, Inc.** added extra questions into everyone’s performance reviews this year, making a point to ask about work/life issues and what the company can do to support the whole employee.

# Best of the Best

## 2008 WORK/LIFE AWARDS

### Hot (and cool) Environmentally Responsible Practices

*We've been hearing for the past few years about the exciting green things companies have been doing so this year we added a new category to the award application so we could hear the details. Here are some of the highlights...*

#### Nicholas & Company, Inc. says:

The sales team at Nicholas & Company is working with green-minded customers and launching a "Go Green" program which includes a line of environmentally safe cleaning chemicals as well as a line of bio-degradable items such as plates. This is in addition to our large line of organic vegetables. Throughout the building you will find large bins for recyclable materials.

#### Comcast says:

Comcast in Utah recently commissioned an environmental consulting company to analyze Comcast's local environmental practices with the objective of identifying opportunities to create a more environmentally-focused workplace. Possibilities include: implementing a Switch Off program, replacing energy burning halide parking lot lamps with more energy efficient SON lamps, reducing the amount of nighttime/weekend ventilation and AC, replacing restroom taps with push-bottom taps, installing flow restrictors, spray taps, low flow toilets and low maintenance landscaping.

#### Citi Cards says:

Citi is ever-expanding its focus on the environment and has committed to a \$50 billion plan to address climate change. Citi has committed to achieving environmental certification globally (LEED – Leadership in Energy and Environmental Design – in the United States) for all new office buildings and operations centers and evaluation of existing larger facilities. This is a critical part of Citi's pledge to embed sustainable practices into its everyday business and reduce greenhouse-gas emissions by 10% by 2011 at its more than 16,000 facilities worldwide. Locally, we take ownership and work with our local facilities team to evaluate energy saving measures in day to day operations. Our employees utilize an on-line fax program, which allows items to be sent and received without using paper. Videoconferencing equipment is available at our location; also NetMeeting and conference calls are regularly used by our exempt employees. Citi Layton also participates in a customer paperless program in which

every customer that goes to paperless invoices will have a tree planted on their behalf, courtesy of Citi Cards.

#### Mountain America Credit Union says:

Mountain America was recognized by Cisco systems for our innovative use of technology in the workplace. Thanks to technologies such as videoconferencing, we've been able to reduce the strain on the environment. We have an active recycling program, our accounting department was able to reduce paper printing by 20% this past year, and we are introducing more telecommuting options to help conserve space in our building and help employees.

#### ARUP Laboratories says:

We have methodically taken out our water-thirsty landscaping and replaced it with xeriscape designs that conserve water. Desk-side recycling has increased participation to where 35% of our waste is now recycled. Every year we reduce the amount of hazardous waste we use. All lights and HVAC systems are on timers to reduce the use to only when people are present and need them. We provide a van pool where we cover the cost of leasing a 12-person van; the employees involved in the pool pay a monthly fee that covers gas costs. We also participate in programs such as "curb your car" and encourage employees to carpool or bike to work. Every employee is eligible for a UTA Eco Pass which allows full access to all UTA services; including Front Runner. We supply bike lockers for employees who ride their bike to work. During the warm months, 35% - 40% of our employees use eco-friendly ways to commute to work.

#### 1-800 CONTACTS says:

We are constantly looking at ways to reduce our footprint on the environment. In 2007, HR went to all paperless enrollments for benefits. We offer paper, plastic and aluminum recycling on site. We have bike racks available for associates to secure their bikes. We have an entire room set up directly related to video conferencing that has global capabilities.

# Best of the Best

## 2008 WORK/LIFE AWARDS

### Hot (and cool) Environmentally Responsible Practices *(continued)*

**The Leavitt Group** says:

To decrease travel as much as possible we have invested in videoconferencing software, which we use frequently. This has greatly decreased travel between the Salt Lake and Cedar offices.

**Intermountain Financial Group/Mass Mutual** says:

We have several shredders which recycle the paper spread throughout the office and we have purchased recording equipment to record speakers and upload on our Intranet so that affiliated offices can experience the sessions without leaving their offices or homes.

**Futura Industries** says:

Futura cares deeply about the environment. Our manufacturing facility directly affects the wastewater that flows into the Davis county sewer district. We are stewards of keeping our emissions within standards set forth by the district. In the past year, Futura was awarded a certificate of appreciation for zero infractions and recognizing our commitment to the environment and meeting district goals.

**Westminster College** says:

A yearly bus pass is available for only \$15. The college promotes recycling of plastics, paper, metals and cardboard as well as an electronics recycling program. We have a strong focus on conserving water and energy. Most of our landscape is water-wise. The college has 42 solar panels and 11% of our power comes from renewable sources. We are continually working to become more paperless, using electronic forms and submissions as much as possible.

**Cooper Roberts Simonsen Associates** says:

We run a recycling program for office paper, newspapers, city recycling mix, aluminum, cardboard, etc. Employees are allowed to bring these recycleables to the office if they do not have recycling options at their residences. We provide real dishes and flatware to reduce disposables and a dishwasher which is run when full to reduce water use by employees washing just one dish at a time. We provide a yearly UTA Eco-Pass to each employee and we actively encourage employees to bike, walk, carpool, or use public transit to get to work. We use written and verbal means of encouragement and also have periodic contests based on commuting to work in ways that are better for the environ-

ment. We have changed several of our cleaning products to environmentally friendly alternatives. We purchase paper with recycled content whenever possible and participate in Rocky Mountain Power's Blue Sky program to support wind energy. We hold twice-monthly "Green Brains" lunches for employees to help them learn about environmentally friendly products and processes to help in both their work and their personal lives.

**USANA Health Sciences** says:

USANA is very dedicated to doing our part to protect the environment. We have xeriscaped our campus to preserve water, we have recycling bins located throughout our building, and offer incentives to employees driving low-emission vehicles. We also encourage carpooling and conserving paper wherever possible. USANA has undertaken many steps in order to be more green, including xeriscaping our campus in order to conserve water, and we plan on installing solar panels on our roof in the interest of using solar power to conserve energy.

**Cirque Corporation** says:

Our products and core technologies are required to be green. We try to conserve wherever possible. In April 2008 we started a green project where we buy only recycled paper products (copy paper, cups, plates etc.) and recycle waste products (cardboard, paper, soda cans etc.). We are also going to encourage employees to do the same at home, by purchasing re-usable grocery bags for all employees to use when shopping. We will be encouraging employees to participate in city sponsored recycling plans where available.

**Fehr & Peers** says:

Fehr & Peers is hoping to gain recognition as a "Green Company." Currently our company offers UTA passes to employees at company cost (Commuter Choice Benefits). We take pride in keeping up with technological advances and are well equipped for web, video, and phone conferences, in an effort to limit travel. There are paper recycle bins throughout the office and our break room is set up for aluminum, glass, and plastic. In addition we are moving towards paperless storage with electronic invoicing and file storage. We also insisted that our property manager install secure bike racks since several employees live close enough to ride their bikes.

# Companies to Watch

## 2008 WORK/LIFE AWARDS

*The following 12 companies are the 2008 finalists. Congratulations to these runners up - keep your eye on these companies next year.*

MICRO Companies	Industry	Location/Web address
Allegiance, Inc	Software	South Jordan, UT <a href="http://www.allegiance.com">www.allegiance.com</a>
Bob Barker Company, Inc.	Detention Supplies/Textiles	Ogden, UT <a href="http://www.bobbarker.com">www.bobbarker.com</a>
DoxTek, Inc.	Document Imaging Hardware, Software and Consulting	Orem, UT <a href="http://www.doxtek.com">www.doxtek.com</a>

MEDIUM Companies	Industry	Location/Web address
A Plus Benefits, Inc.	Professional Employer Organization	Lindon, UT <a href="http://www.aplusbenefits.com">www.aplusbenefits.com</a>
Equitable Life & Casualty Insurance Company	Insurance	Salt Lake City, UT <a href="http://www.equilife.com">www.equilife.com</a>
Heritage Schools Inc.	Residential Treatment Center	Provo, UT <a href="http://www.heritagertc.org">www.heritagertc.org</a>
Nelson Laboratories, Inc.	Biotech	Salt Lake City, UT <a href="http://www.nelsonlabs.com">www.nelsonlabs.com</a>
Omniture	Software	Orem, UT <a href="http://www.omniture.com">www.omniture.com</a>

LARGE Companies	Industry	Location/Web address
Regence BlueCross BlueShield of Utah	Health Insurance	Salt Lake City, UT <a href="http://www.regence.com">www.regence.com</a>
US Synthetic Corporation	Oil/Gas	Orem, UT <a href="http://www.ussynthetic.com">www.ussynthetic.com</a>
Wheeler Machinery Co.	Construction	Salt Lake City, UT <a href="http://www.wheelercat.com">www.wheelercat.com</a>
Zions Bank	Banking	Salt Lake City, UT <a href="http://www.zionsbank.com">www.zionsbank.com</a>

# WORK/LIFE 2009 AWARDS

## *Looking Forward*

We are excited to announce that the 11th Annual Work/Life Awards are going to continue the path of excellence and ways of recognizing Utah's Best Places to Work.

Aligned with the original mission of the award, to educate companies and create a growing community of exceptional workplaces that share best practices, we shall continue to expand the Award and reach out to new companies. We are collecting input from past and present participants and subject matter experts to incorporate into our new design.

We will continue to streamline the application process and timeline.

If you are already part of our database, you will receive award updates as they are available. If you would like to be added to our database, please send your company contact information, including:

- Company name, address, phone #
- 2 contact names, email addresses and phone numbers

Send to: [worklife@utah.gov](mailto:worklife@utah.gov) or call (801) 526-4321.

We look forward to your participation.

## *Contact Info*

The Utah Work/Life Awards are a collaboration between the Department of Workforce Services/Office of Work & Family Life and Juxtapose Work/Life Consultants.

If you have any questions regarding this award or would like further information, please contact:



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Utah Office of Work & Family Life  
Project Lead: Lynette Rasmussen  
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Email: [work/life@utah.gov](mailto:work/life@utah.gov)

The Office of Work & Family Life provides information, resources and support to help improve the economic stability and well being of Utah children and families.



Business & Community - Caring for Each Other™

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Juxtapose Work/Life Consultants specialize in organizational assessment, workplace best practices and culture. Juxtapose will help your company accurately assess your organizational needs, and develop and integrate your employee strategy with your business goals to create an exceptional workplace.